

ADJUTANT GENERAL DIRECT COMMISSIONING PROGRAM

PUT YOUR YEARS OF CIVILIAN HR EXPERIENCE TO WORK -- BECOME AN ADJUTANT GENERAL OFFICER!

Are you a human resources or data sciences professional with a master's or doctoral degree in Human Resources Management, Organizational Psychology, Organizational Theory, Data Analytics, Data Science, Data Engineering, or Business? Do you have relevant work experience? Have you earned industry certifications? Do you also want to serve your country? If you answered yes to any of these questions, you may have what it takes to become an elite member of the Army's Adjutant General Corps.

Qualified civilians can [APPLY NOW](#) for a direct appointment as a commissioned officer in the U.S. Army Adjutant General Branch. If selected, you could help improve the future of the Army's human resources capabilities and technologies as an officer in the rank of second lieutenant through colonel.

WHAT IS THE ADJUTANT GENERAL DIRECT COMMISSIONING PROGRAM?

Historically, direct commissioning has been available to qualified professionals in the medical, legal, and religious fields, but under this program, it's now available to select human resources and data analytics professionals. This program allows civilians with specific education, experience, and skills to be directly appointed as a commissioned officer in the Army's Adjutant General Branch. As such, you'll be a commissioned as an Adjutant General officer in the U.S. Army, performing critical roles within your area of expertise to support our Army's human resources and data science missions.

WHAT WILL I DO AS A DIRECT COMMISSION ADJUTANT GENERAL OFFICER?

You'll bring your extensive skills and education to support commanders, senior leaders, and staffs to proactively manage current and future human resources requirements in the execution of the Adjutant General four core competencies (Manage the Force, Provide Human Resources Services, Coordinate Personnel Support, and Conduct Human Resources Planning and Operations).

Upon selection and appointment, you will attend two schools to prepare you to serve as an Army officer: the 6-week Direct Commissioning Course (Ft. Benning, GA) and the 10-week Adjutant General Basic Officer Leaders Course (Ft. Jackson, SC). You may also receive additional training, such as the two-week Brigade S-1 Course and the two-week Human Resources Plans and Operations Course (both held at Fort Jackson, SC), to prepare you for specific positions within Adjutant General organizations.

After the completion of your initial training, you'll be assigned to perform duties related to your skillset in Adjutant General organizations during the length of your Army commitment. The majority of opportunities under this program are in the Army's Active Component; however, there are limited opportunities within the Army Reserve or National Guard.

HOW LONG WILL I SERVE IN THE ARMY?

The length of your commitment depends on the Army Component you select and/or to which you're assigned. The Army is comprised of three major components: Active Army, Army National Guard, and Army Reserve.

In the Army's Active Component, you'll serve on active duty for three years, with an option to either continue your active duty service or discontinue into the Inactive Ready Reserve (IRR) for a period of five more years. Thus, your minimum total commitment is eight years: three years on active duty and five years in the IRR. Active duty commissions are only available for civilians who are not currently serving in the military and who wish to become full-time Army Adjutant General officers.

Opportunities are available for Reserve Component direct commissioning. Your term of commitment will be defined by the appropriate Reserve Component, if selected for a direct appointment.

WHAT ARE THE MINIMUM REQUIREMENTS FOR THIS PROGRAM?

- You must be a United States citizen; applicants in dual citizenship status are ineligible.
- You must not already be a member of the Armed Forces.
- You must be able to obtain and maintain a SECRET security clearance.
- You must have at least a four-year college degree in a relevant field.
- You must possess relevant work experience in a designated career field.
- You must complete an Army physical, meeting basic fitness standards for Army service.
- You must complete the application packet and submit it to the Adjutant General Branch Proponency Office.

You will compete against other qualified applicants, and you must be selected from among your peers to fill a specific, operational requirement or critical need. The process will take a few months to complete, but an Army Adjutant General Branch representative will inform you of the status of your application at key points during the screening and selection process.

HOW DO I APPLY?

Follow these steps to apply for the Army's Adjutant General Direct Commissioning Program:

1. [Download the application](#) (pdf)
2. Fill out the application electronically
3. Once you have completed the application, email it to the following mailbox:

usarmy.jackson.ssi.list.ag-proponency@mail.mil
4. Provide the following supporting documents with your completed application:

A recent, full-length, professional photograph.

Proof of undergraduate and graduate degrees earned. Provide an official transcript issued by your academic institution(s), including your name, the institution's name, degree conferred, and date (or expected date) conferred. Also, provide a copy of your degree certificate.

Proof of professional certifications and/or certificates of completion for relevant training. All professional certifications should be submitted for consideration, along with any certificates of completion for relevant training courses.

An up-to-date resume or CV. List details of your relevant experience, education, and skills, along with all pertinent references.

Prior military service documents (if applicable). Applicants who have served in the military must submit all evaluation reports, along with complete Certificates of Release or Discharge from Active Duty (DD Form 214) and any other pertinent discharge papers.

Letters of recommendation or reference (optional). Submit up to three strong letters of recommendation or reference.

Cover letter or writing sample. This is an opportunity for you to tell the selection panel/board who you are and why you desire to serve within this program. Ensure you highlight relevant strengths and provide any other relevant information not included in your resume.

5. Ensure all personally identifiable information (e.g., social security numbers, personal phone numbers, home addresses) are redacted throughout your application packet.

6. After your application is sent, you'll receive an email confirming receipt of your application packet within seven business days. Additional instructions and packet status notifications will follow if/when appropriate.

7. If your application packet warrants you an opportunity to compete in this program, you'll be contacted by an Army Adjutant General Branch representative to schedule the interview process.

ARE THERE OTHER WAYS TO JOIN THE ARMY ADJUTANT GENERAL CORPS?

Yes, there are several ways to join the team as either an officer, enlisted Soldier, or Department of the Army Civilian employee. For officer opportunities, you can apply to attend Officer Candidate School (OCS) or participate in the Reserve Officers' Training Corps (ROTC), and then request the Adjutant General Branch. To become an enlisted Soldier in the Adjutant General Branch, you can speak with a local Army recruiter and ask about becoming an Adjutant General Soldier. You can find more information about these opportunities on the goarmy.com site or you may speak with a local Army recruiter.

For Department of the Army Civilian employee opportunities, visit USAJOBS.gov and search for Adjutant General professional positions.